



KITSAP COMMUNITY  
*Resources*



## **EXECUTIVE DIRECTOR**

Position Profile



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Hagel Executive  
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[hagelsearch.com](http://hagelsearch.com)

Kitsap Community Resources (KCR) seeks a professional, experienced, and energetic person to help shape and lead the future of the organization. With dynamic and visionary leadership, the new Executive Director will **significantly increase KCR's ability to grow** and respond to community needs, strengthen its operational excellence, and encourage greater philanthropic support for the community.

# THE KCR STORY

Kitsap Community Resources creates opportunities by providing programs that promote stimulating child development and education, access to living wage jobs, budgeting and financial education that values diversity, equity and inclusion within the Kitsap community.

KCR was established in 1965 as Kitsap Community Action Program (KCAP). It was authorized through passage of the Economic Opportunity Act of 1964, in conjunction with President Lyndon Johnson's "War On Poverty" legislation.

As a result of Johnson's directive to end poverty, community action agencies were formed and charged with the task of ending poverty through strategies designed by local communities.

KCR was born of this bold, creative movement where for the first time in history a nation seriously attempted to end poverty. The mission, vision and core values form the foundation of the work KCR does to impact poverty in Kitsap County.

## MISSION

Kitsap Community Resources is committed to creating hope and opportunity for low-income Kitsap County residents by providing resources that promote self-sufficiency and stability.



## VISION

We envision a community in which everyone has the opportunity to thrive.

## VALUES & KEY PROGRAMS

### CORE VALUES

- We value integrity, taking care to honor our commitments in an ethical manner
- We value compassion, genuinely empathizing with those we serve
- We value excellence, demonstrating a high level of performance in all we do
- We value diversity, showing honor and respect to all individuals
- We value collaboration, so we seek partners and partnership opportunities
- We value teamwork, supporting our employees and partners



HOUSING  
ENERGY ASSISTANCE  
FINANCIAL EDUCATION



WOMAN, INFANTS & CHILDREN  
EMPLOYMENT ASSISTANCE  
BUSINESS EDUCATION



PRE-SCHOOL/EARLY LEARNING  
WEATHERIZATION  
VETERANS

# KCR STRENGTHS, FOCUS, & OPPORTUNITIES



## Strengths:

- Helps people in need achieve stability by providing basic needs including housing and shelter, food, heat and a safe home environment
- Enjoys strong partnerships with school districts, housing authorities, the health district, colleges, federal, state and local agencies, law enforcement and other complementary service providers
- Staff members are highly skilled, caring, empathetic and committed professionals working as a team dedicated to improving the health and wellbeing of people experiencing the challenges of homelessness, childhood development and unemployment issues
- Governed by an effective Board of Directors whose members bring a variety of skills and knowledge and are committed to advocating for and providing the best services possible to KCR's clients



## Initial (12-18 months) Focus for the Executive Director:

- Establish a culture of respect, trust, diversity, equity and inclusion that will attract, develop and retain highly skilled and committed staff members who can continue to provide and improve top quality services to KCR's clients
- Develop strong, transparent, trusting relationships with Board members, staff members, community leaders, partners and public officials
- Become conversant with KCR's programs, services, people, processes, culture and work climate
- Assess programs, services, administrative functions, internal capacity and compensation for alignment with the mission
- Achieve a smooth, transparent and inclusive transition



## Longer Term Challenges & Opportunities:

- Augment government-based funding with unrestricted revenues
- Update 2018-2020 Strategic Plan with action plans that will shape and take KCR into the future
- Explore a social enterprise business model
- Increase KCR brand awareness and understanding

# THE POSITION



## AUTHORITY & REPORTING

Reporting to and working closely with the Board of Directors, the ED is responsible for carrying out the strategic direction of KCR. The ED is the chief spokesperson with a strong focus on advocacy, communications, and relationship building. The ED has ultimate responsibility for day to day management and administration, finance and operations, community and partner relations, and grant and philanthropy development within the policies established by the Board of Directors.

## WORKING RELATIONSHIPS

The ED is expected to interact with the following on a regular basis. Teamwork and a professional public presence are essential.

- KCR Officers and Executive Committee
- KCR Board of Directors members
- KCR Staff at all levels
- Current and future funders
- Current and future donors
- Program participants
- Locally elected government leaders from cities to the federal level
- Media
- Business and community leaders
- Volunteer and staff leaders in collaborative or partner programs

## DESIRED QUALIFICATIONS

- 4-year degree required, advanced degree desirable
- Seven-plus years in executive or senior management role in a complex, similar nonprofit organization
- Strong business and financial acumen
- Demonstrated ability to empower, mentor, motivate and engage staff members at all levels
- Demonstrated commitment to the principles of diversity, equity, inclusion and social justice
- Experience working with complex public funding and reporting streams



## COMPENSATION & BENEFITS

A excellent compensation and benefit package will be provided for the right candidate with the right skills, background and track record.



## REQUIRED PERSONAL ATTRIBUTES

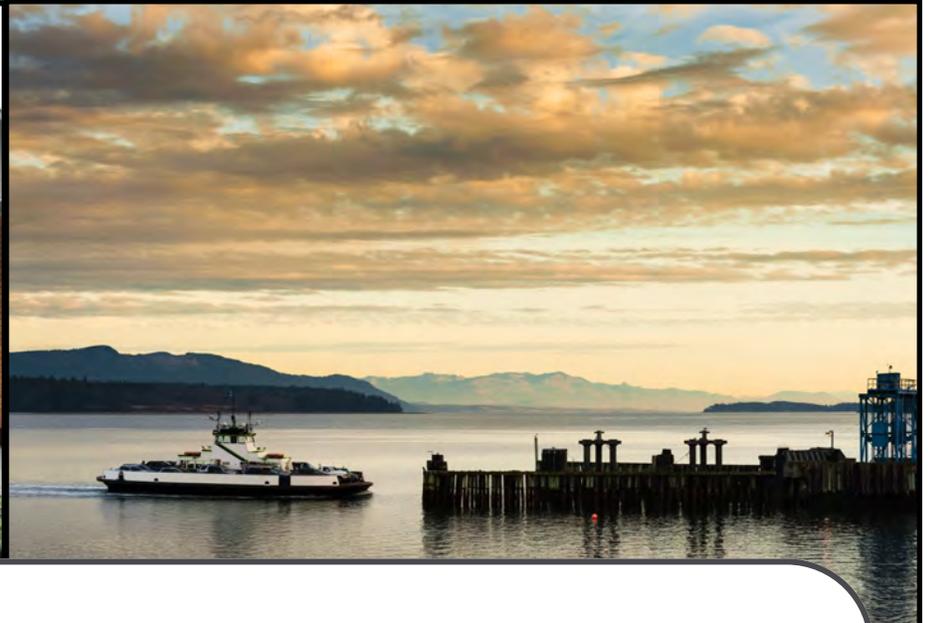
The ideal candidate will exhibit the following personal talents and attributes:

- Visionary
- Passionate about meeting client needs
- Energetic
- Impeccable integrity
- Trustworthy, respectful, tactful, empathetic
- Creative problem solver
- Able to view issues from multiple perspectives
- Servant leader
- Collaborator, open to input of others
- A team builder
- Healthy sense of humor
- Positive demeanor
- Diplomatic and politically astute
- Focused on follow-through and results
- Thinks and acts strategically while not losing sight of the ground
- Strong critical thinking skills

## BEHAVIORAL & PROFESSIONAL COMPETENCIES

The ideal candidate will exhibit the following behavioral and professional competencies:

- Accountability – Follows up and holds employees accountable for completion of assigned work
- Coaching Effectiveness – Instructs others so they learn and develop skills needed to achieve objectives
- Delegating – Thinks and plans to assign workload to subordinates proactively rather than reactively
- Goal Setting – Establishes and achieves challenging goals through ambition and execution skills
- Leadership Effectiveness – Achieves with distinction, perseveres despite resistance, and influences others
- Managing Relationships – Establishes effective working relationships; willingly and skillfully manages conflicts
- Problem Solving – **Assesses situations and envisions solutions which meet the organization's unique needs**
- Relationship Building – Displays strong human relationship building and interpersonal abilities; builds strong rapport with others that results in collaboration and trust
- Self-Awareness – Displays self-knowledge of strengths and needs to identify resources where there are gaps
- Strategic Thinking – Develops broad, long-ranged objectives and plans that meet contingencies
- Resiliency – Reacts to stress in a balanced manner as needed to sustain performance levels
- Supervising – Marshals resources to get things done effectively and efficiently
- Time Management – Effectively uses time so priority issues receive appropriate focus and effort



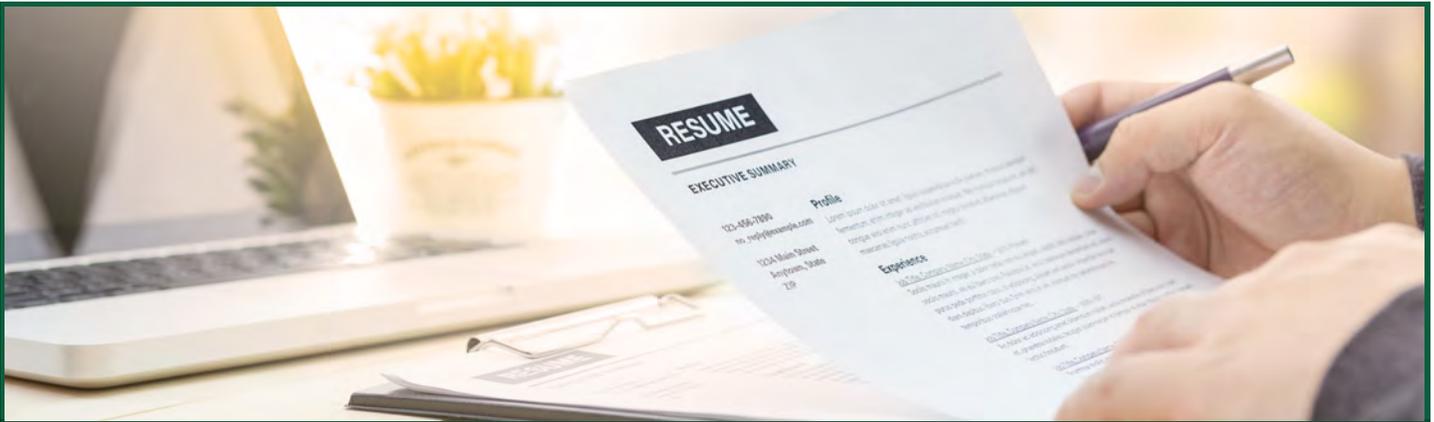
## LIVING & WORKING IN KITSAP COUNTY, WA

Kitsap Community Resources is located in beautiful Kitsap County and Bremerton, WA. Kitsap County is located in the picturesque central Puget Sound region of Washington State, directly between the urban areas of Seattle and Tacoma and the wilderness of the Olympic Mountains. Surrounded by the Puget Sound waterways, Kitsap County features a wide range of things to do — from outdoor recreation to wine tastings in small towns and in historic vineyards.

Many globally-recognized organizations are headquartered or have major facilities in the Northwest including: Boeing, Microsoft, Google, Amazon, Facebook, State Farm Insurance, BNY Mellon, Columbia Bank, Key Bank and many others. Just a quick drive or ferry ride to Seattle will allow you to root on national sports teams such as the Seattle Seahawks, Seattle Mariners Baseball Club, Sounders FC, Seattle Storm WNBA and the Thunderbirds hockey team.

Although the Pacific Northwest is known for its rain, the area is actually far from one of the wettest places in the United States. Summers boast gorgeous mid-70 to 80 degree weather and mild winters occasionally see a few days of snow. The region provides the absolute perfect destination for snow and water sports, plus golf, hiking and camping.

For more information on living in Kitsap County go to [www.kitsapgov.com](http://www.kitsapgov.com).



## TIMING AND APPLICATION

### APPLICATION AND SELECTION PROCESS

Applications received by **5:00 p.m. on January 25, 2019** are assured full consideration. It is wise to apply earlier if possible because additional application materials may be sought. It is anticipated that final candidate interviews will be held the week of March 11, 2019 with a decision made shortly thereafter.

**To register as a candidate or view more information, please go to:**

**<http://www.hagelsearch.com/kcr>**

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral and critical thinking assessment. These assessments, delivered in two separate sessions, are web-based, take about 45 minutes each, and help match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

### Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: [frank@hagel.net](mailto:frank@hagel.net) or [marcia@hagel.net](mailto:marcia@hagel.net). DO NOT submit your application to these email addresses.



### EQUAL OPPORTUNITY

KCR provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, we comply with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.